

Helman EDI Plan
2018-19

Goal: Increase cultural competency and awareness of issues related to diversity, inclusion, and implicit bias throughout the Helman community.

Capacity Building

Strategy 1: Provide on-going staff development/training related to diversity, cultural agility and implicit bias.

Indicators: Professional learning objectives, agendas, and workshop materials

Leader: Principal and EDI Leadership Team

Complete by: on-going

Curriculum and Instruction

Strategy 1: Staff will review curriculum, instructional materials, and resources with an equity lens ensuring lessons are standards based, historically accurate, and representative of diverse cultures and perspectives.

Indicators: Lesson plans

Leader: Principal, Teachers, Equity Consultant

Complete by: 06/15/19

Strategy 2: Teachers will practice culturally responsive pedagogy, ensuring lessons are inclusive and accessible to all students.

Indicators: Lesson plans

Leader: Principal, Teachers, Equity Consultant

Complete by: 06/15/19

Strategy 3: Materials available in the school Library will be reviewed for diversity and inclusivity, removing items from the collection that reinforce negative stereotypes and biases and adding new books that reinforce positive representations of diverse groups of people.

Indicators: Report of books discarded and types of books added to the collection.

Leader: Media Specialist

Complete by: 6/15/19

Climate and Culture

Strategy 1: All students will participate in social-emotional lessons from the Second Step Curriculum.

Indicators: Schedule of classroom lessons

Leader: Child Development Specialist and classroom teachers

Complete by: 6/1/19

Strategy 2: Staff will use restorative practices while problem solving behavior infractions.

Indicators: Reduction in repeat behavioral referrals

Leader: Behavior Leadership Team

Complete by: 6/8/19

Community Engagement

Strategy 1: Offer parent workshops on issues related to equity, diversity, and inclusion.

Indicators: workshop fliers

Leader: Principal and Equity Coordinator

Complete by: 6/1/19

Strategy 2: Communicate Helman's EDI plan to all stakeholders.

Indicators: Newsletter communications

Leader: Principal

Complete by: 12/1/19